Key Ingredients of Self-Evaluation

1. Outcome Focused
2. Ongoing Process
3. Collaborative Process
4. Timely and accessible data that appropriately tracks outcomes
5. Supports implementation of core strategies with data analysis
6. Requires technical expertise

What is primary responsibility of Self-Evaluation Team?

- Understand agency outcomes & goals
- Understand what data are available to measure outcomes
- Determine if additional information is needed to measure outcomes
- Guide analyses that will help agency know its status on outcomes

What does it mean to be outcome-focused?

- Outcomes are known and understood by all agency staff and partners
- Agency staff and partners recognize how their own work contributes to improved outcomes OR creates a barrier to achieving outcomes
- Outcome data are used to plan programs and identify areas in existing programs in which modication is needed

What does an “ongoing” process look like?

- Outcome status is updated at least quarterly
- Communication mechanism is in place to report outcome status to agency and its partners
- Self-evaluation team meets regularly to closely examine outcome status and identify successes and challenges
- Managers use outcome data in regular agency meetings and processes
- Analyses are done on special issues as needed

What technical expertise is needed to begin self-evaluation?

- Ability to analyze data
- Ability to translate analysis results into understandable and user-friendly formats
- Knowledge of existing data systems and ability to extract from information systems

Convening a Self-Evaluation Team

- Selecting program staff to join the self-evaluation team
  - Not “data” people
  - Identify a champion for self-evaluation
  - Involved in program reform initiatives in agency
  - Involved in implementing F2F core strategies
  - May need to involve multiple people from different parts of the agency

- Who are the “data” people
  - What data are currently collected
  - Who is responsible in your agency for the data system
  - Who produces the “reports”

Getting Started: *Convening a Self-Evaluation Team*

- Who can analyze data & communicate results?
  - Is there a planning & evaluation unit?
  - Who does quality assurance?
  - Do we need to hire someone to assume this role or build a relationship with an outside entity?
  - Do we already have an analyst attached to special projects who could also support the self-evaluation team?

Getting Started: *First Meetings*

- Selecting a chairperson(s)
  - Selecting a "non-data" person to chair the self-evaluation team sends the message that self-evaluation goes beyond our traditional ideas of using data
  - Chairperson must be able to get people to attend meetings
- In-depth discussion of self-evaluation structure and process with TA
- Understanding F2F outcomes and measurement strategy
- Identifying additional outcomes and measures that agency may need
- Identifying available data to measure outcomes and setting in motion the process to obtain these data

What does a Self-Evaluation Team Do?

First we measure performance towards outcomes.

Self-Evaluation Teams in Action

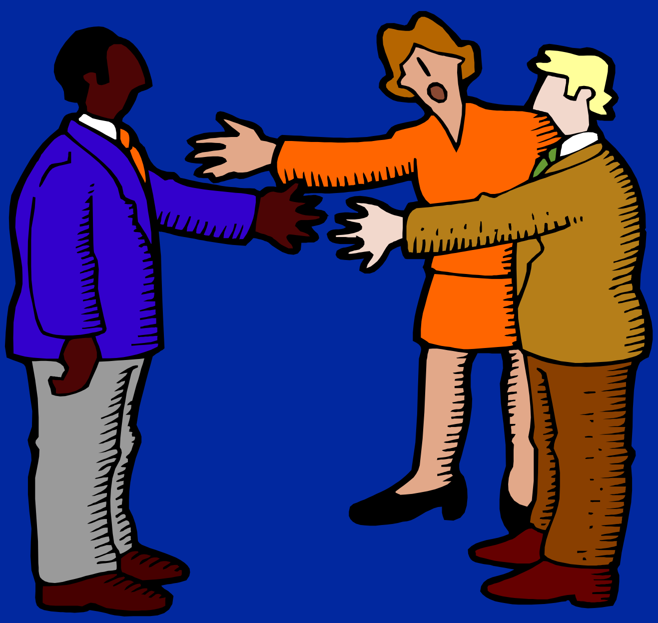
This includes learning and understanding the data that can measure our performance.

Self-Evaluation Teams in Action

It also includes regularly measuring and reporting these data about our performance to the agency and community.

Self-Evaluation Teams in Action

We support changes in policy and practice...



Self-Evaluation Teams in Action

… by identifying what is working and not working.

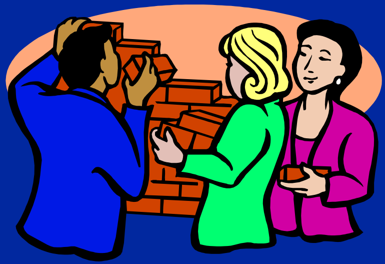
Self-Evaluation Teams in Action

We make recommendations and help document changes in policy and practice.

Self-Evaluation Teams in Action

We may form special teams to tackle important issues.

Community Partners



Foster Parent Recruitment

Team Decision Making

Self-Evaluation Teams in Action

Then we measure performance towards outcomes, again.